

Thank you for your interest in applying for the Zero Project Impact Transfer program. This short application form will help the selection team choose 10 projects from the Zero Project nominations to be part of this year's Impact Transfer program. Please answer the questions as fully as you can to help us with this process.

Before you apply, please read our briefing document and make sure you can demonstrate how you meet the following criteria:

- *You have sufficient track record and evidence that your innovation works and can be replicated (inter)nationally;*
- *Replication is a strategic priority for your organization, with buy-in at a senior level of the organisation, and some resources are already available for replication;*
- *At least one senior person (with decision-making power) from your organization can commit approximately 1 day a week to the programme for webinars, assignments etc. from Oct 2020 to March 2021;*
- *You are open to learn, share and be challenged, and have a proactive attitude;*
- *You are able to participate in webinars and assignments in English.*

Please note you can save your progress and return to the survey at any time, as long as you use the same computer and browser to complete the survey. Also be aware that question numbers may appear out of order as certain questions depend on your previous answers.

If you have any queries about the program, or have any trouble accessing this survey, please contact Paula Reid at p.reid@zeroproject.org. An accessible Word version is available on request.

Name

Julie Christensen

Email address (please note that by entering your email address, you are giving the selection team permission to contact you regarding your application)

julie.christensen@drake.edu

Name of your organisation

The Harkin Institute at Drake University

Name of your project nominated for the Zero Project Awards

. What is your motivation for applying to join the Zero Project Impact Transfer program? (max 3000 characters)

We embarked on this project prior to the COVID-19 pandemic, and our motivation was to explore the ways in which technology could be leveraged to increase access to quality employment supports in the United States. Our project goal was to determine whether, and under what circumstances, virtual job coaching and job development can lead to successful outcomes. Our hypothesis was that technology would provide a cost-effective means of expanding the availability of supports to job seekers and employees with disabilities. The COVID-19 pandemic created a scenario within the United States whereby there was immediate demand and need for what we learned. As disability employment services were forced to adopt virtual strategies, we were ahead of the curve in having an implementation plan already prepared. This allowed for relatively quick adoption and replication, with the project team providing technical assistance and support as needed. The Harkin Institute has been a partner and a leader in promoting improved employment outcomes for people with disabilities on a global scale. Senator Tom Harkin (retired) issued a challenge to participants of the Harkin International Summit on Disability Employment to double the rate of employment for people with disabilities. More than 40 countries have participated in the Harkin Summit over the past 5 years. The Zero Project Impact Transfer program offers a unique opportunity to take what we have learned from successful replication in the United States and apply it towards the goal of improving employment outcomes internationally. We believe our model is replicable outside of the United States. However, we also believe that our work in the United States will also benefit from what we can learn through implementation within a different cultural context. It is our hope that effective use of technology will provide a mechanism to break down barriers to people with disabilities engaging in the global economy.

. What is your experience of replicating or transferring your innovation?

- We have already replicated our innovation
- We have not replicated our innovation yet, but it is a strategic priority and we have a clear idea about what to replicate, where and with which partners
- Replication is a new topic for us, but it is the right time to start working on it

. Please provide us more information on your replication strategy and experience so far (Where did you replicate this innovation? How did you replicate ? Which partners did you work with to replicate this innovation? How did you finance the replication? Results so far? Lessons learned?)

When we first proposed this project, there was no standardized mechanism to fund virtual supports. We partnered with the Kessler Foundation to provide the funding necessary to implement the project. However, because of the COVID-19 pandemic, traditional disability employment funding streams in the United States (vocational rehabilitation and Medicaid) made relatively quick changes to allow for the use of remote technology to provide services and supports broadly. Our project team partnered with the Association of People Supporting Employment First (APSE) to offer training to service providers on how to prepare for and implement the use of virtual supports for job coaching and job development. We have since, through a series of national surveys of employment service providers, learned that utilization of remote supports went from less than 30% of providers prior to the pandemic to 100% utilization. Furthermore, we know that the majority of providers intend to continue to utilize virtual supports in the future, even after COVID-19 is controlled in the U.S. and face-to-face services and supports are once again safe to implement. It has been demonstrated that virtual supports can be effective in both supporting employees with disabilities who are already working, as well as to help connect job seekers with disabilities to available jobs in their communities. We are collecting an ongoing list of lessons learned in terms of implementation and outcomes, with access to technology and broadband being a significant factor.

. Please explain your initial ideas on replicating your innovation (what you wish to replicate, in which geographies, which type of partners will you need, or any other relevant information). If you do not know yet, please write 'Don't know'

This question was not displayed to the respondent.

. Please describe the main questions or challenges you hope to address by participating in the Impact Transfer program.

The project team has some experience working on employment for people with disabilities in an international context, most notably in Western Africa. We have been surprised to find that access to technology is, in many ways, more readily available in "developing" countries than in many parts of the United States. We are interested in learning about what drives the culture of readiness to adopt new technology to solve systemic problems so that we might bring these lessons learned back to the United States to advocate for increased equity - particularly in rural and low-income areas. Additionally, we are hopeful that our own innovative adaptations of technology to support employment for people with disabilities will have a positive impact on outcomes in countries that do not necessarily have the infrastructure that we are fortunate to have here in the U.S. In essence, we see an opportunity for bi-directional learning. While we have an infrastructure, it is a system that is not nimble and quick to adopt new strategies. However, we have benefited from learning about the innovations that are taking place in countries that do not have infrastructure but are experiencing pockets of success. We believe a global solution lies somewhere in between, and we hope that the Impact Transfer program will offer a platform for exploring this in greater depth.

. Is replication a strategic priority for your organisation, supported by staff, your board and external stakeholders?

- Yes
- No
- I don't know

. Please explain how replication fits into your strategy and long-term goals, and how replication is supported by your Board and leadership team. If you are not sure, please write 'Not sure yet'

The Harkin Institute has convened the Harkin Summit for the past five years, and has a stated goal of working to double the rate of employment for people with disabilities across the globe. To date, the work of the Summit has been focused on developing strategic partnerships on an international scale. However, feedback from Summit participants has made it clear that there is a need for tangible strategies to address barriers to employment that can be easily replicated. We see this as an opportunity to partner on a global scale in a new way. The United States has strong leadership in the areas of supported and customized employment, but these are not easily replicable in countries that lack a systemic infrastructure such as the vocational rehabilitation system here in the U.S. To make an impact globally, we need to understand the context in other parts of the world. The Impact Transfer program is a perfect mechanism to begin to transition the work of the Institute from that of "big picture" strategic planning, to engaging in "grassroots" efforts that can impact change from the ground up. The Harkin Institute has invested in a Senior Disability Policy Fellow with the goal of bridging this gap. The Fellow's time will be supported to engage in all aspects of the Impact Transfer program, with the intent that knowledge gained from the experience will be shared back with the Board and leadership of the Institute to inform continued and future work.

. Have you standardized your model and operations in a way that allows partners to easily replicate it (guidelines, operations manuals, trainings,...)?

- Yes
- To some extent, but we still have more work to do
- Not yet

. Are specific human or financial resources already available for replication? Please explain.

The Harkin Institute is able to fiscally support the dedicated time of the Senior Disability Policy Fellow to participate in all aspects of the Impact Transfer program. Specific funds necessary for project replication (e.g., investment in technology, etc.) would need to be secured separately.

Is there a clear project owner in your team who has the capacity, skillset, and decision-making power to participate fully in our program (approx. 1 day per week between October 2020 and March 2021) and support the replication of your innovation?

- Yes, we have a project owner for this program, with the necessary skills and seniority
- Not yet, but we have enough capacity and can easily assign a project owner for this program
- No, we do not have enough internal capacity for this program at the moment

Please provide more information on the profile of the person who will serve as project owner for the Impact Transfer program (background, experience, ...). You can also add a link to the person's profile (on LinkedIn or on your website), if you wish.

<https://www.linkedin.com/in/juliejchristensen/> Julie J. Christensen, MSW, PhD, is the Director of Policy and Advocacy at the Association of People Supporting Employment First (APSE) and the Senior Disability Policy Fellow at the Harkin Institute at Drake University. For the past 20 years, Dr. Christensen's career has centered around improving quality of life outcomes for at-risk youth, including youth with intellectual and development disabilities, through promoting employment and access to leisure and recreation opportunities in inclusive settings. She has considerable experience developing, administering, and evaluating federal, state and local grant-funded projects with an emphasis on cross-systems collaboration and systems change. Her research is in the areas of employment, quality of life, and leisure and recreation participation of adolescents and young adults with IDD. Prior to joining APSE, Dr. Christensen served as the Director of Iowa's University Center for Excellence in Developmental Disabilities (UCEDD), the Center for Disabilities and Development (CDD) at the University of Iowa. In that role, Dr. Christensen held a research faculty appointment in the Carver College of Medicine, Department of Psychiatry, and adjunct appointments in the Department of Pediatrics and the University of Iowa School of Social Work. Dr. Christensen is a member of Iowa's Employment First team and the Iowa Coalition for Integration and Employment (ICIE). Dr. Christensen's previous experience includes her role as the Director of Employment Programs at Strong Center for Developmental Disabilities at the University of Rochester (a New York UCEDD), where she served as the Principal Investigator and Project Director for the NYS Partnerships in Employment Systems Change project (funded by the Administration on Intellectual and Developmental Disabilities), Co-Director of the New York Employment First State Leadership Mentor Program (an initiative of the Department of Labor, Office of Disability Employment Policy), and also served as the New York State Coordinator for Project SEARCH. In this role, she designed and implemented an in-state longitudinal evaluation of Project SEARCH programs throughout NYS, publishing the results in the Journal of Vocational Rehabilitation (Christensen, Hetherington, Daston & Riehle, 2015). Dr. Christensen received her undergraduate degrees in advertising and music from Syracuse University, and a Masters in Social Work degree from Roberts Wesleyan College. She received her Ph.D. in Health Practice Research at the University of Rochester. Dr. Christensen is also a former trainee of the Leadership Education in Adolescent Health (LEAH) and Leadership Education in Neurodevelopmental and Related Disabilities (LEND) programs at the University of Rochester, and a graduate of the National Leadership Consortium on Developmental Disabilities at the University of Delaware.

We are interested to understand your impact model (also called Theory of Change): who are your main target groups, which key activities do you offer to these target groups, what impact (change) do you want to achieve for your target groups, and how do you measure this impact (if you do).

Please fill in the table below focusing on your main target groups, activities, expected impact and indicators.

	Insert your TARGET GROUP (one target group per box, maximum 3)	Insert your key ACTIVITY for this target group	Insert the main IMPACT (CHANGE) that your activity is supposed to achieve for this target group	Insert the main INDICATOR you use to measure your impact (if available)
1	Job coaches/developers; disability service providers (or equivalent based on country of implementation)	Training on utilization of remote supports (virtual job coaching, utilization of apps, virtual professional networking); ongoing technical assistance to support adoption and to address barriers as they emerge	Successful adoption and utilization of virtual technology to connect with employers, employees & job seekers with disabilities, and professional peers	Measured increase in utilization of technology; reported impact (job retention or job gains) of individuals with disabilities served

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Job seekers / employees with disabilities

Training on use of technology to receive remote supports (utilization of apps, virtual connecting with support professionals)

Successful utilization of virtual technology to connect with support staff (job coaches or equivalent); adoption of apps that support individualized on-the-job needs

Measured increase in access to and utilization of technology; self-report of technology-based strategies implemented on-the-job

3

Employers / business sector

Awareness raising about the availability and benefits of technology-based on-the-job supports for employees with disabilities and those who supervise them

Increased support for and adoption of tech-based supports for employees with disabilities within the business sector

Measured increase in the number of employers / businesses supportive of their employees with disabilities utilizing on-the-job remote supports; self-report of employers who pay for technology as a reasonable on-the-job accomodation

. Does your current funding model allow you to take repayable investment i.e. not grants, but equity or loans that you will have to pay back?

- Yes, and we have already received a repayable investment
- Yes, and this is something we want to explore
- No

As part of the selection process for the Impact Transfer programme, we will be putting together a short video on each shortlisted project for our selection panel. We would be grateful if you could send us:

- Any video material you currently have about the project (via YouTube, DropBox etc.) that you did not already submit as part of your Zero Project application.
- A short video (maximum 20 seconds), explaining why you wish to join the Impact Transfer programme. This video can simply be filmed on a mobile phone.

If you have weblinks to these videos, please include them below. Otherwise you can send them to p.reid@zeroproject.org.

Will email short video separately

. If you have any other supporting documents (such as your organization structure, impact evaluations, or strategic plans) that you have not already included in your original Zero Project application, please include the web links below. Alternatively, you can email documents to p.reid@zeroproject.org, including your name and project title.

The selection panel will handle any documents you send us confidentially.

There are no further questions in the survey. Please use the 'Next' button below to submit your application.

By submitting your application you are giving the Zero Project Impact Transfer team permission to share your responses with members of our selection panel.

Location Data

Location: ([39.172302246094](#), [-77.182998657227](#))

Source: GeolIP Estimation

